



# On-the-Job Training Program (OJT)

Sometimes a worker recovering from an injury can't return to their original job and needs a new path to employment.

WCB Nova Scotia's On-the-Job Training (OJT) Program helps them gain the skills and experience they need while giving employers a risk-free way to fill a role, grow talent, and support safe return to work.

## Why Employers Choose OJT

- 1. No-Cost Talent:** You pay no wages or benefits during the training period. WCB covers the worker's income and supports their return-to-work plan.
- 2. Risk-Free Hiring:** You can evaluate a potential employee in a real-work environment with no obligation to hire when the training period ends.
- 3. Skills Built for Your Business:** The worker's training follows a vocational rehabilitation plan tailored to your workplace needs - helping them learn the right skills for your operations.
- 4. Tech and Accessibility Support:** If the job requires it, WCB may provide adaptive devices, technology, or other supports at no cost to ensure a successful training experience.
- 5. Invest in Your Future Workforce:** If you choose to hire the worker after OJT, you gain someone who already knows your business, processes, and customers - an easy, low-risk way to strengthen your team.

## |||| How OJT Helps Workers

- 1. Gain hands-on experience in a new career field.**
- 2. Learn new skills in a supportive, real-world environment.**
- 3. Build confidence and a clear path toward long-term employment.**

When workers succeed, workplaces and communities benefit.

## |||| Is OJT Right for Your Business?

If you're an employer looking for talent — and open to providing a training opportunity — contact WCB to see if you qualify.

A Case Manager will walk you through the simple process and answer any questions.

## Call Us to Learn More

A WCB Case Manager will be happy to discuss our On-the-Job Training Program with you. To arrange a meeting, please contact us.

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### **Employer account access:**

[my-account.ns.ca](http://my-account.ns.ca)